

OPSEU CTAR Working Group Update #5

This is the fifth update in a series of communications on the activities of the OPSEU CTAR Working Group, a team comprised of representatives from OPSEU, Ministry of Revenue and Ministry of Government Services. The Group was formed to discuss human resource issues relating to the impact of a single federal corporate tax administration on employees and consider possible mitigation strategies.

CTAR Lateral Transfers

As indicated in our previous Update, the parties have been working towards concluding another list of positions which would be considered matches for the purposes of the CTAR-specific lateral transfer process.

On April 13, 2007, the Working Group signed off on a new appendix, Appendix C, under the Memorandum of Agreement on Workforce Adjustment Measures relating to the CTAR Project. This new Appendix adds a number of new positions that will be available for the CTAR-specific lateral transfer process.

Employees will have up until the end of the day on Friday, May 4, 2007, to submit their lateral transfer application form. This deadline is only for current vacancies. Lateral transfer request forms can be sent in for future vacancies as they become available. The first matches for the new positions will be run the morning of May 7, 2007. Thereafter, matches will be made on an ongoing basis as new vacancies are brought forward for clearance. The new Appendix C and the CTAR-specific lateral transfer request form can be found in the CTAR section of Tax Revenue Division's intranet.

The CTAR section of Tax Revenue Division's intranet also contains a series of questions and answers relating to the lateral transfer process. Note that the Appendix format has been revised for clarity and ease of completion. Once you have filled in your CT home position and classification, you no longer need to complete information on target position. You will automatically be considered for any vacancies that are shown as a match in the Appendices for your home positions.

The format for the geographic parameters section on the form has been amended to clarify location preferences. Applicants will be matched only to the locations selected; therefore, employees should pay close attention to the geographic parameters they request.

Amendments to Appendix A

Also posted on the CTAR intranet is a memorandum between OPSEU and the Ministry confirming the removal of two positions from the impacted side of Appendix A, as they are no longer considered directly-impacted by CTAR. Some other positions affected by the 2007 Ontario Budget announcement regarding the Ontario Child Care Credit program have also been removed as lateral transfer matches.

Limited Term Appointments

Employees will soon be seeing postings for Limited-Term Appointments for some positions in Corporate Tax. This is a special type of appointment specific to CTAR, which was one measure contained in the Memorandum of Agreement on Workforce Adjustment Measures relating to CTAR. It is an appointment for a fixed term, with entitlement to most of the same benefits coverages and a number of the other Collective Agreement terms and conditions of employment as regular classified employees.

Limited-Term Appointments help facilitate the CTAR-specific lateral transfer process, by allowing a new way to fill temporary vacancies created by lateral transfer matches. They also assist in reducing the number of classified employees impacted by the CTAR initiative. In keeping with that goal, applicants will be restricted to unclassified employees and those external to the Ontario Public Service.

The Ministry and OPSEU understand the desire to maintain developmental opportunities for staff. Therefore, as much as possible, the Tax Revenue Division will consider staffing higher-level vacancies, created through lateral transfers or CT staff movement/attrition, with temporary assignments. Use of Limited Term Appointments will be reserved more for the entry-level type positions.

You can find out more details of Limited Term Appointments by referring to the Memorandum of Agreement on Workforce Adjustment Measures relating to CTAR and other communications materials posted on the CTAR section of Tax Revenue Division's intranet.

Information Sessions Available for Corporate Tax Employees

Back in January, 2007, the CT Employee Readiness series was launched as part of the CTAR Workforce Adjustment Strategy. The three components of the employee readiness series focus on personal readiness, career readiness, and decision support readiness.

The decision support readiness series includes providing general information on Collective Agreement rights and entitlements. Employees have been asking for this type of information to improve their general understanding and background knowledge of how the articles in the collective agreement apply to them.

In response to these requests, we are pleased to announce that OPSEU and the CTAR project team are partnering to bring you a 2-hour general information session on rights and entitlements under Article 20 of the OPSEU Collective Agreement.

Sessions will be offered at a variety of locations and times across the province throughout May and June. Further information on location and dates will be communicated soon by your local Change Management and Transition Advisor.

Next Steps

- The parties will continue to meet and work together to discuss further strategies and approaches to support staff throughout the transfer.

Membership

<u>OPSEU</u>		<u>Ministry</u>	
Kathleen Demareski	<i>Co-Chair</i>	Michele Migus	<i>Co-Chair</i>
Leo Herskovits	MERC Member	Marion Crane	ADM TRD
Betty Marchegiano	Team Member	Matt Snyder	Team Member
Marg Simmons	Job Security Officer	Scott Macklem	Team Member
Brian Gould	Chief Negotiator	Mary-Ruth Sturch	Secretary
		Karen Blackledge	Corporate Staff Relations